

# MICHAEL PRIHAR

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## PRESENT OCCUPATION

Arbitrator

## PROFESSIONAL AFFILIATION

CA Bar Assn.

National Academy of Arbitrators

## EDUCATION

1971 University of So. Fla. (Tampa) BA

1975 University of So. Fla. (Tampa) MS

1985 Loyola Law School (Los Angeles) JD

## ARBITRATION EXPERIENCE

1973-1976: Faculty member, Univ. of So. Fla., College of Business Administration teaching industrial relations, and serving as economic consultant to public sector labor organizations engaged in fact finding. 1976 & 1981: Asst. Director of Education and Training, Western Region, for the American Arbitration Assn. & developed and presented training in all aspects of labor relations for union and management advocates in federal, public, and private sector. 1981 & 1986: Asst. Mgr., Corp. Labor Relations, Hughes Aircraft, involved in labor negotiations, contract administration, and arbitration. 1986 & Present: Full time arbitrator. Former adjunct faculty at the following institutions: Southwestern Law School teaching Alternative Dispute Resolution (ADR); Western State Law School (Arbitration and ADR); University of Southern California; Pepperdine University; University of California, Los Angeles Extension Program; and California State University Dominguez Hills (Master of Dispute Resolution program). Affiliated with Burstein-Prihar Advocacy Training Workshops.

## INDUSTRIES

Academia, aerospace, airlines, agriculture, automotive, bakery, beverage, building products, brewery, broadcasting, canning, cement, communications, construction, county government, dairy, education, electrical equipment, electronics, entertainment, food, furniture, glass, health care, hotels, hospitals, machinery, maritime, meat packing, metal fabrication, municipal government, office workers, petroleum, police and fire, printing, refrigeration and HVAC, restaurants, retail stores, state government, transportation, trucking and storage, utilities, warehousing, and others.

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## ISSUES

Affirmative action, absenteeism, arbitrability, bargaining unit work, conduct (off-duty/personal), demotion, discipline (discharge), discipline (non-discharge), discrimination (age, disability, race, sex, religion, national origin, union membership), drug/alcohol offenses, fringe benefits (bonus, holidays, insurance, leave, vacation, education reimbursement), grievance mediation, health/hospitalization, hiring practices, job performance, job posting/bidding, jurisdictional disputes, layoffs/bumping, management rights, official time, past practice, promotion, safety/health conditions, seniority, sexual harassment, strikes, lockouts, work stoppages, slowdowns, subcontracting/contracting out, tenure/reappointment, union security, wages (COLA, holiday pay, incentive pay, job classification/rates, merit pay, overtime pay, severance pay, vacation pay), work hrs./scheds/assignments, working conditions/work orders, violence or threats, use of force (police), and others.

## PERMANENT PANELS

CNA - Tenet / RSA - Riverside County / UFCW ¿ So. Calif. Grocers / SEIU - CSU /  
IAM ¿ Lockheed Missiles / CNA - UCOP / ATU 265 - VTA / UTLA - LAUSD / ATU 192 ¿ ACC Transit / CFA  
¿ CSU

## ARBITRATION ROSTER(S)

FMCS Calif. State Mediation & Conciliation City of Los Angeles  
County of Los Angeles State of Montana

## PER DIEM FEE

\$2,200.00 for grievances in labor-management disputes. Employment disputes or statutory disputes are billed based on \$500.00 hourly rate, with \$2,200.00 minimum per day.

## DOCKET FEE

0.00

## CANCEL FEE

\$2,200.00 per day (see policy below)

## GRIEVANCE ARBITRATION

\$2,200.00

## CANCELLATION POLICY

Cancellation Policy: If a scheduled hearing is postponed or canceled with notice of less than thirty (30) calendar days, the per diem fee for each day of hearing shall be charged if another matter cannot be set in its place. For hearings scheduled for three or more days, a notice period of forty-five (45) calendar days will apply.

## **INT ARBT, FACT FND & LABOR MED**

Does not accept interest arbitration or fact-finding.

\$2,200.00 for the first day or any portion thereof. Grievance mediation involving more than one day shall be billed at an hourly rate of \$500.00 for each hour, or portion of an hour, on the second and every additional day thereafter, with a \$2,200.00 minimum fee for every scheduled date.

## **TRAVEL TIME**

After receiving notice of the proposed location for the arbitration/mediation, the arbitrator will notify the parties of the anticipated travel fees. Travel fees will be based on the \$2,200.00 per diem rate.

## **EXPENSES**

Actual expenses including but not limited to airfare, car rental, food, lodging, ground transportation, and airport parking. Car mileage is charged at the rate of \$.60/mile in cases involving remote travel and where the total mileage cost is less than otherwise applicable airfare and car rental fees. Detailed expense information is available upon selection and notification of hearing date(s) and location.